

Gender and Ethnicity Pay gap report 2025



We are proud to report that in April 2025 we are yet again reporting a negative mean gender pay gap between the pay of men and women. This means that on average, women in RBH earn slightly more than males. Females make up almost 70% of our senior team which contributes to this below zero pay gap.

Through our generous contractual benefits such as enhanced annual leave, and enhanced family leave and pay provisions as well as our flexible approach to working through our Smart Working Policy we continue to recruit and retain a workforce which is supported to achieve a healthy work life balance. We are committed to creating a workforce that reflects the communities and people we serve. In the year to April 2025 we saw a small increase in women in our trade-based roles but we know we still have work to do to drive gender balance in this and other business areas.

For the third year we have taken the opportunity to report on our ethnicity pay gap for 2025. Whilst we know this isn't a legal requirement, we are committed to understanding the diversity of our workforce and driving diversity, inclusion and belonging (DIB) through our DIB strategy. This strategy sets clearly our vision to foster an environment where every individual is seen, heard, and empowered. Creating a culture where diversity is valued and used as an asset to underpin all that we do to support people to thrive.

To do this, we know that it is important that we have robust and up to date colleague data and that colleagues are confident sharing this data with us. We are delighted to have seen a significant increase in colleagues sharing this information with us to 95% of the total workforce, this is around 4% more than in the year to April 2024. We will continue to work with colleagues to close our data gaps. Nevertheless we are pleased to report below zero mean and median ethnicity pay gaps which means that on average, ethnically diverse colleagues are paid slightly higher. Throughout 2026 we will continue to deliver our DIB strategic priorities, listening to our colleagues and customers and taking steps to further improve our inclusive recruitment practises, close confidence and data gaps and identify opportunities to support our colleagues from diverse backgrounds to further their personal and professional development. We will continue to do this through a range of different opportunities including mentoring.

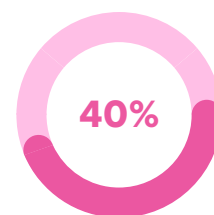
The gender make-up of our employees



Males
342



Females
226



Our gender pay gap

-6.21%
Mean

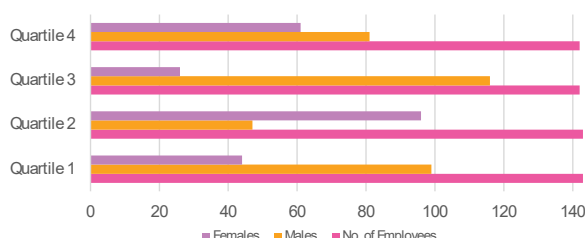


7.73%
Median

Difference in hourly rates

	Males	Females
Mean	£18.53	£19.68
Median	£18.24	£16.83

Our Gender Pay Quartiles



How we work this out

Mean Pay

The difference in the mean pay of full-pay male and female colleagues expressed as a percentage. The mean is the average of the 'hourly pay' for all relevant colleagues.

The percentage of men and women in each of four quartile pay bands. This includes the lower (quartile 1 - the lowest paid employees), lower-middle (quartile 2), upper-middle (quartile 3) and upper (quartile 4 - the highest paid employees) pay quartile bands.

RBH do not operate any performance related pay or bonus scheme and therefore have no bonus figures to publish.

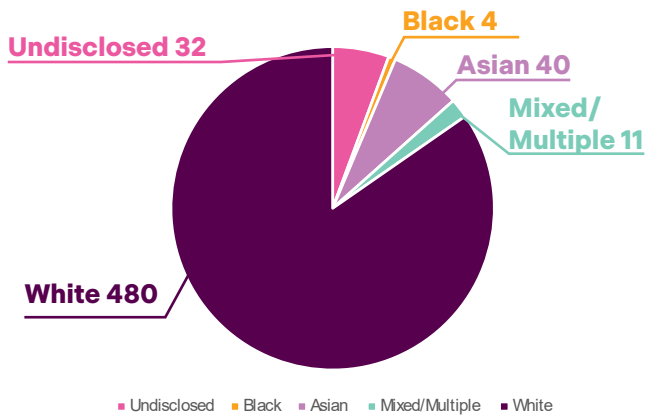
Median Pay

The difference in the median pay of full-pay male and female colleagues expressed as a percentage. The median is the figure which splits the top 50% of the hourly pay figures from the bottom 50%.

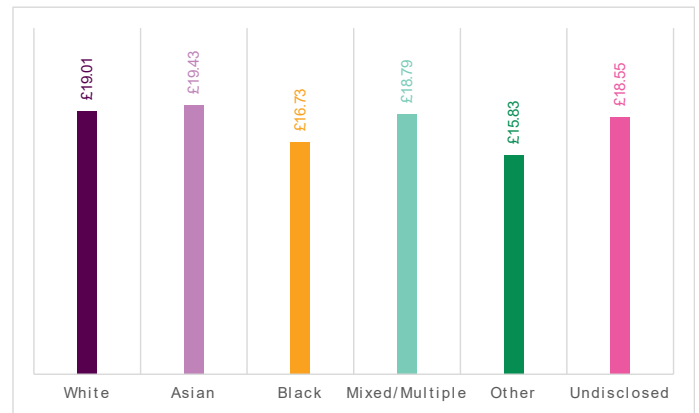
Mean (Average) Ethnicity Pay Gap

Our results show that the Mean (average) Ethnicity Pay Gap sits at -0.21%.

Ethnicity/Records



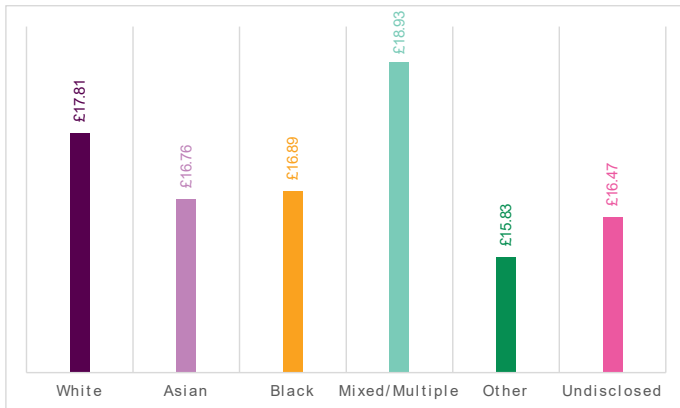
Ethnicity/Average Hourly Rate of Pay



Median Ethnicity Pay Gap

The Median Ethnicity Pay Gap is -0.17%.

Ethnicity/Average Hourly Rate of Pay



Our Ethnicity Pay Quartiles



Our Ethnicity pay gap

-0.21%
Mean



-0.17%
Median